

DISEASE MANAGEMENT NURSE

I. INTRODUCTION:

The position is located in the Utilization Management (UM) Department of the Healthcare Operations and Planning Directorate at the Naval Medical Center, San Diego (NMCSO). The position directly assists clinical providers in establishing effective and efficient practice patterns using outcome measures and benchmarking data. The Disease Management Division is essential to the mission accomplishment of clinical and administrative departments to include inpatient, outpatient, and branch clinics of NMCSO.

II. Major Duties and Responsibilities:

- a) Identifies high volume, high risk, and high cost patient populations through data analysis. Identifies clinical areas of high practice variation for specific patient populations.
- b) Provides educational services to staff in the Command and the region.
- c) Documents and maintains the history of new pathway development and outcomes.
- d) Perform ongoing data analysis to identify population trends that may impact disease management decisions and priorities.
- e) Supports the development of clinical pathways and clinical practice guidelines through consultation and collaboration with health care providers and the Office of Continuous Improvement.
- f) Benchmarks outcomes and standards of care against national and regional centers of excellence.
- g) Facilitates the development of measures of effectiveness for specific populations.

III. Factor Level Descriptions

1. KNOWLEDGE REQUIRED:

- Knowledge of the organizational structure, operations, interrelationships of departments, divisions, and units of NMCS D and region.
- Knowledge of NMCS D's policies, standards, and procedures.
- Understanding of data analysis and evaluation techniques to identify and extract information to identify populations at risk.
- Knowledge of disease, pathology, Epidemiology, pharmacology, and clinical treatments for a wide variety of diseases. Knowledge of cultural, educational, physical, and psychosocial factors that affect patients and their families.
- Knowledge of community resources available for specific populations of patients and their families.
- Knowledge of continuous performance improvement measures, Total Quality Leadership (TQL), and the use of TQL principles and concepts in multidisciplinary groups.
- Knowledge of customer service and TRICARE to enhance marketing strategies for target populations.
- Skill in the use of benchmark data, clinical guidelines, research concepts and tools, and health promotion and wellness programs to effect changes in clinical practice and improve outcomes of specific populations.
- Knowledge of change and systems theory and its applications. Skill in creative problem-solving techniques.
- Knowledge and skill in oral and written expression to prepare reports and professional presentations.

- Knowledge of material and fiscal management, theories, practices, and applications to evaluate return on investment (ROI).
- Advanced skills in computer applications - word processing, referential databases spreadsheets, graphics, communication packages and other networking programs; possesses knowledge and ability to utilize peripheral devices such as optical scanners, modems and laser printers.

2. SUPERVISORY CONTROLS:

- Work is performed independently. The Disease Manager is directly responsible to the Head, Utilization Management Department.

3. GUIDELINES:

- DOD, OPNAV, BUMED, NMCSO Instructions and Notices
- Standards of Practice
- California State Law and Title 22
- HICFA regulations
- JCAHO Standards

4. COMPLEXITY:

- The work includes a variety of duties and decisions, which are typical in administrative and/or professional fields.
- Position requires frequent collaboration with both specialists and generalists from other professional disciplines.

5. SCOPE AND EFFECT:

- Serves as central coordinator for Disease Management activities, to include: research, analysis, and evaluation of system efficiency and effectiveness in the management of specific populations.

6. PERSONAL CONTACTS:

- Contacts are with personnel from multiple professional disciplines within the health care setting. Contacts may occur with other federal agencies, civilian organizations, and contractors. Contacts may also be with patients and family members.

7. PURPOSE OF CONTACTS:

- Contacts with the above personnel may be to collaborate, guide, motivate, direct, instruct, and/or exchange information.

8. PHYSICAL DEMANDS:

- Primary duties require sitting, walking, standing, bending and carrying of light items.

9. WORK ENVIRONMENT:

- Most of the work is performed in an office setting and throughout the NMCS D hospital compound and branch clinics.
- Involves routine risks found in offices. There is some exposure to the usual hospital contaminants.

IV. CRITERIA FOR THE POSITION

Nurse Corps CDR with an advanced degree, experience or education in the managed care environment or public health, and a strong clinical background.

Current licensure as a registered nurse.

Initiative and leadership ability demonstrated by sustained successful performance in positions of increased responsibility.

Documented ability to effectively engage in multidisciplinary work groups.

POSITION DESCRIPTION:
Implemented: 2/99

DISEASE MANAGEMENT NURSE

S. - [Signature] CAPT, DC, USA

1 May 2000
DATE

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Head, Utilization Review Department

DATE

